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## A Comparison: TPS & TEA bargaining proposals

The following table provides a side-by-side comparison of the latest proposals offered at the bargaining table between Tacoma Public Schools and the Tacoma Education Association on the three main unresolved issues.

### Issue: Class Size

Tacoma Public Schools	Tacoma Education Assn.	Notes
Maintain the existing class size limits in the current collective bargaining agreement	Reduce class size limits by 1 at each grade level	<ul style="list-style-type: none"> <li>The District withdrew its original proposal to increase class size; TEA has not changed its position on reducing class size since negotiations began</li> <li>The TEA proposal ignores the fact the district has lost \$13 million in state funding for smaller class sizes</li> <li>The TEA proposal would cost the district an ongoing cost of \$1.8 million a year</li> </ul>

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### Issue: Dealing with the State's 1.9% reduction to the teacher salary schedule

Tacoma Public Schools	Tacoma Education Assn.	Notes
<p>The TEA bargaining unit can accept one of the following options:</p> <p><u>Option A</u></p> <p>Maintain the current salary</p>	<p>Maintain the current salary schedule</p> <p>Convert 4 full student days to 4 half days</p>	<ul style="list-style-type: none"> <li>The TEA proposal maintains their consistent goal of achieving a pay increase despite funding cuts</li> <li>The TEA proposal results</li> </ul>